

Congress of the United States
Washington, DC 20515

June 14, 2024

Colette S. Peters
Director
Bureau of Prisons
320 1st Street NW
Washington, D.C. 20534

Kiran Ahuja
Director
U.S. Office of Personnel Management
1900 E Street NW
Washington, D.C. 20415

Dear Director Peters and Director Ahuja:

We write to express our concerns about understaffing and unsustainable working conditions at the Federal Correctional Institute (FCI) in Englewood, Colorado. We respectfully request that the Bureau of Prisons (BOP) and the Office of Personnel Management (OPM) work in tandem to immediately authorize a 25% retention bonus to all staff to address the staffing crisis.

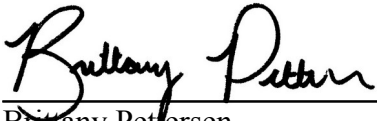
We have received reports of significant safety concerns at the facility due to the staffing shortage, which is driven by employee attrition and an inability to recruit qualified personnel. Current employees are overworked and forced to take on additional responsibilities to ensure ongoing operations. According to the AFGE Local 709, employees have been asked more than 800 times to take two to three additional eight-hour shifts per week since the beginning of 2024, generally with little to no advance notice. This is unsustainable and leads to a burnt-out workforce and unsafe conditions.

While we applaud the authorization of a 25% retention incentive for Correctional Officers and a 10% retention incentive for other law enforcement personnel at FCI Englewood, we remain concerned that this will not sufficiently meet the facility's staffing needs or prevent workers from departing.

Notably, these incentives only apply to Correctional Officers and certain other eligible law enforcement staff, leaving out other critical parts of the facility also experiencing staff shortages. This unequal application of incentives has led to even lower morale among non-officer law enforcement staff, who are routinely tasked with performing officer duties and working officer posts when augmented from their regular duties.

We request that BOP continue its commitment to maintain “fully staffed institutions” and authorize a 25% retention incentive and a special pay rate for all employees at FCI Englewood. Thank you in advance for your full and fair consideration.

Sincerely,



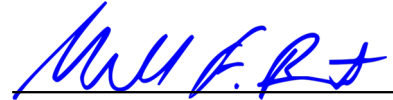
Brittany Pettersen
Member of Congress



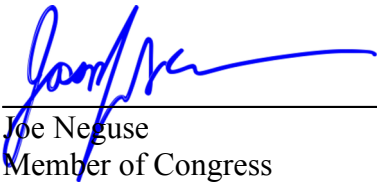
Diana DeGette
Member of Congress



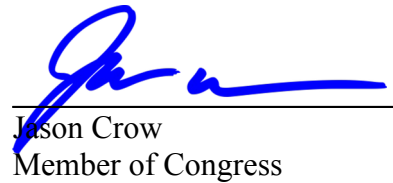
John Hickenlooper
United States Senator



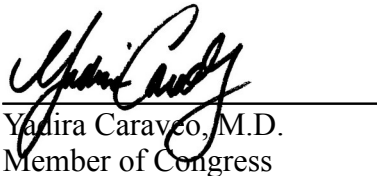
Michael F. Bennet
United States Senator



Joe Neguse
Member of Congress



Jason Crow
Member of Congress



Yaira Caravco, M.D.
Member of Congress